

Bend-La Pine Schools Board of Directors Meeting Minutes

Meeting Date: August 4, 2020

Meeting Location:

To support Governor Brown's executive orders for social distancing, the Board of Directors conducted the Board Retreat and Regular Meeting virtually, through Cisco Webex. The meeting was also live streamed to the BLS Schoolboard YouTube webpage.

Board Members Present

Julie Craig
Carrie Douglass
Shimiko Montgomery
Melissa Barnes Dholakia
Amy Tatom
Caroline Skidmore *arrived at 9:10 a.m.*
Stuart Young *arrived at 9:15 a.m.*

Call to Order

The meeting was called to order at 9:05 a.m. by Chair Douglass, roll call followed. Douglass thanked all for attending, noting that despite the current crisis, it is important to take time to reflect and discuss the vision and goals for the Board and district.

Board Retreat

❖ **Workshop & Discussion**

Vice Chair Barnes Dholakia introduced and reviewed the objectives of the retreat and guiding questions that will be used to focus the Board's strategic work:

- Connect – with each other, district leaders and community
- Examine and deepen our work on excellence and equity through the following lens:
 - What does diversity, equity and inclusion look like in a pandemic and beyond?
 - What does meeting our promise look like in terms of outcomes and experiences for students? What actions by adults will support us in achieving this?
 - What is the role of community voice in key work and decision making?

The Board has decided to hold a second meeting each month to provide dedicated work time on what is discussed today.

Barnes Dholakia reviewed and led Board members through the retreat agenda:

- Grounding
 - Rebecca Easton, ELL teacher from Silver Rail Elementary, shared her experiences and thoughts on equity related to ELL community members in a pandemic. Easton shared a handout and emphasized she is not speaking on behalf of ELL families; this is her share out of the information she has gathered in working with ELL families.
 - Discussion ensued on Easton's comments and how the district can better serve and support families in need.

- Board Ends
 - Barnes Dholakia shared a proposed shift in focus from the Board Ends measuring outcomes only, to measuring: outcomes, experiences, and adult actions and reviewed how this shift might impact the Board Ends
 - Discussion ensued on the proposed shift and how to navigate what data has an existing and appropriate baseline moving forward and what data needs a new baseline in 2020-21, and how data might be impacted by the COVID-19 pandemic. Board members shared thoughts on how to communicate more broadly to the community about the executive limitation reports, proclamations, resolutions, goals and progress.

- Executive Limitation 13
 - Barnes Dholakia reviewed Executive Limitation 13 and her work with Board and community members who helped contribute to the document.
 - **Julie Craig moved to approve Executive Limitation 13 – Equity & Anti-Racism. Amy Tatom seconded the motion. Unanimous approval.**

- Excellence and Equity Strategic Priorities
 - Superintendent Nordquist and Deputy Superintendent Legace reviewed the district's Excellence and Equity Strategic Initiatives for 2020-21. Each strategic initiative was aligned with key actions and possible data sources to reflect progress. Many of the initiatives and actions are things the district is currently doing.
 - Legace noted this is ambitious work in the midst of a pandemic but it is worth the journey and she asked for all to adopt the mindset of patience, understanding and reminded all that when we take risks it can feel uncomfortable which probably means we are on the right track.
 - Discussion and sharing ensued about initiatives and actions who will be taking the lead in specific areas of work.

- Equity Coalition & Community Voice
 - Barnes Dholakia introduced Chris Boyd and Marcus LeGrand to help share about the work the district is doing and how we are partnering and sharing this work with other leaders in our community
 - Boyd shared the history of the district's Equity Cadre and their work to draft an equity policy, increase equity-based staff training and said that through this process it became evident that student and community voices were missing
 - Boyd shared about the work the Equity Coalition will be engaged in. The coalition will have a membership of about 20, including parents of current students in our district, community members as well as staff members with an outside facilitator leading the work for the first couple of years.
 - LeGrand shared his appreciation for the district's desire to engage in equity work and shared about the work of the Fathers Group he is a part of.
 - Discussion ensued on how to incorporate equity and diversity in governance

Shimiko Montgomery left the meeting at 11:50 a.m.

Barnes Dholakia thanked all for their time today and asked all to think of a commitment that each will hold to in the coming year to focus the work of diversity, equity and inclusion. Next steps include the revised Board Ends which will be adopted at the August 25, 2020 meeting to continue the conversation on how to incorporate more voice and develop a work schedule focused on the strategic priorities and initiatives.

Consent Agenda

Julie Craig moved to approve the Consent Agenda. Chair Douglass seconded the motion. Unanimous approval

Barnes Dholakia shared her appreciation for all who participated today and is excited about the work ahead. Nordquist shared her appreciation to Barnes Dholakia for her work to make this one of the most interesting and engaging board retreats she has been a part of.

Meeting adjourned at 12:04 p.m.

Recorded by: Andrea Wilson

Approved at 8.25.2020 board meeting